

## EXPLANATION OF LEVELS

The following levels were agreed as indicators of the level of impact that any proposed cut would have on staff or frontline delivery of service. All work done to date has focused on ensuring proposals impact at the lowest possible level to maintain the current delivery of service.

**LEVEL 1** - Quick wins (can be implemented with little or no direct impact on current processes/staffing levels)

**LEVEL 2** – Changes to existing processes and structures which will impact on staffing levels through natural wastage or voluntary redundancy but will not materially impact on the ability to maintain effective delivery of front-line services.

**LEVEL 3** - Changes to existing processes and structures which will impact on staffing levels through compulsory redundancy but will not materially impact on the ability to maintain effective delivery of front-line services.

**LEVEL 4** - Changes to structures and processes which will impact on staffing levels through natural wastage, voluntary or compulsory redundancy and which will result in a tolerable impact on the ability to maintain effective delivery of front-line services.

**LEVEL 5** - Changes to structures and processes which will impact on staffing levels through natural wastage, voluntary or compulsory redundancy and which will result in a significant impact on ability to maintain effective delivery of front-line services.

**LEVEL 6** - Changes to structures and processes which will impact on staffing levels through natural wastage, voluntary or compulsory redundancy and which will result in an inability to meet our statutory function or legal obligations.